

50 YEARS OF

# IMPACT



## A MESSAGE FROM THE COMMISSION

This year, California's Commission on the Status of Women and Girls celebrates 50 years of substantial impact on state policy affecting gender equity. This includes a half century of progress at home, in the workplace, and in leadership for the state's women and girls.

Ever since the 1965 establishment of the Commission, California has remained at the forefront in achieving tremendous gains in equity, education, and employment for women and girls. This impact is sustained through the continued vision and commitment of California's policy makers, educators, advocates, researchers, and its partners at state, county, and city levels. The Commission is proud to be an effective leader and contributor to much of this work.

There is still a lot of work to be done. Despite significant gains, gender equity remains elusive for many women and girls. The Commission, an independent state agency, is uniquely positioned to help identify and initiate coordinated responses to issues that hinder the success of California's women and girls. Its strong leadership includes statutory, legislative, and public member appointees, as well as a new executive director, who are each real catalysts for change—change that will help achieve gender equity in California, and beyond.

To launch our focus on the future we are releasing this STAT Sheet to benchmark how far we have come and provide a clear direction for action in future years.

In the years to come, the Commission will move forward through public hearings and educational forums, research, outreach, and collaboration with other state and local agencies, women's organizations, businesses, and the general public to meet achievable goals for California's women and girls. Our immediate goals include growing the number of women and girls in science, technology, engineering, and mathematics education; expanding the number of women and girls in the labor force; and increasing women veterans' awareness and usage of earned state and federal benefits. A first task is to build a readily available, comprehensive database of California policies, programs, state and federal laws, issue information, and other resources relevant to women and girls.

We sincerely thank our research partners at the State Library's Research Bureau and Mount Saint Mary's University for providing us with much of the data for this first STAT Sheet. We salute the significant efforts of our past Commissioners and pledge that the Commission will carry on their work to increase equity, access, and justice for women and girls in California.

Please be in touch with us through email, Facebook, Twitter, joining our mailing list, and supporting our fundraising efforts. We look forward to celebrating an even greater impact as we work together for California's women and girls.

**COMMISSIONERS —** GEENA DAVIS (CHAIR), LUPITA CORTEZ ALCALA (1<sup>ST</sup> VICE CHAIR), MAJOR OFELIA ALVAREZ-WILLIS, KAFI BLUMENFIELD, ASSEMBLYMEMBER NORA CAMPOS (2<sup>ND</sup> VICE CHAIR), LAURI DAMRELL (MEMBER-AT-LARGE), SENATOR (RET.) MARTHA M. ESCUTIA, ASSEMBLYMEMBER CRISTINA GARCIA, MARINA ILLICH, ASSEMBLYMEMBER JACQUI IRWIN, SENATOR HANNAH-BETH JACKSON, SENATOR CAROL LIU, KAREN NELSON (MEMBER-AT-LARGE), JULIE SU, AND ALISHA WILKINS. EXECUTIVE DIRECTOR NANCY KIRSHNER-RODRIGUEZ.

## Did you know?

### 1965-1975

**FACTS:** The Commission led the discussion about creating childcare infrastructure for working families and took the first steps toward eliminating discriminatory language from State law and policy.

### 1976-1985

**FACTS:** The Commission helped to call significant attention to violence against women, completed the first U.S. study of migrant women farmworkers, and spearheaded the development of local women's commissions.

### 1986-1995

**FACTS:** The Commission issued reports about pay inequities for women workers and comparable worth in salary setting and held conferences about the challenges of childcare for California's women.

### 1996-2005

**FACTS:** The Commission helped pass the California Family Rights Act and the Paid Family Leave Program; played a key role in increasing the appointment of women to leadership, policy, and administrative positions; and held hearings about human trafficking.

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### 2006-2015

**FACTS:** The Commission formed a coalition with CalVet and the State Library's Research Bureau (CRB) to develop and release a Women Veterans Survey that continues to inform outreach and public education. It also partnered with CRB and CA Department of Education to hold an annual STEM Symposium.

### MOVING FORWARD

- Examine the implementation of State policies
- Developing policy and recommendations
- Improving public awareness

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advancing issues

# 50 YEARS

and continuing action

## equity

### leadership

**FACTS:** In **1965**, 0% of the **CA** Senate and 4% of the **CA** Assembly were women.<sup>1</sup> In **2014**, 30% of the **CA** Senate and 24% of the **CA** Assembly were women. In **2014**, women made up less than 23% percent of **California's** County Boards of Supervisors; there were 15 counties that did not have any women on the board.<sup>2</sup>

<sup>1</sup><http://www.library.ca.gov/crb/14/S-14-023.pdf>

<sup>2</sup><http://cawomenlead.org/wp-content/uploads/2014/11/STATUS-OF-WOMEN-IN-ELECTED-OFFICE-2014.pdf>

### media equity

**FACTS:** In **2013**, a larger percentage of men (56%) than women (44%) played leading roles in new TV dramas. More than 50% of the women leads were portrayed as unskilled workers.<sup>1</sup>

<sup>1</sup>[http://www.msmu.edu/uploadedFiles/Content/Status\\_of\\_Women\\_and\\_Girls/report-state-2014.pdf](http://www.msmu.edu/uploadedFiles/Content/Status_of_Women_and_Girls/report-state-2014.pdf)



### income

**FACTS:** Working full-time, year-round in **1965**, **U.S.** women's median income was 58% of men's. By **2013**, the **U.S.** percentage rose to 80%.<sup>1</sup> In **2013**, **California** women's median income working full-time, year-round was 85% of men's.<sup>2</sup>

<sup>1</sup>U.S. numbers: <https://www.census.gov/hhes/www/income/data/historical/people/>.  
<sup>2</sup>[http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS\\_13\\_5YR\\_B19326&prodType=table](http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_13_5YR_B19326&prodType=table)

### poverty

**FACTS:** In **1966**, an estimated 16% (16,265,000) of **U.S.** women and girls lived in poverty. This **U.S.** percentage was the same at 16% (25,199,000) in **2013**.<sup>1</sup> In **2013**, there were an estimated 17% (3,167,052) of **California's** women and girls living in poverty.<sup>2</sup>

<sup>1</sup><https://www.census.gov/hhes/www/poverty/data/historical/people.html>  
<sup>2</sup>[http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS\\_13\\_5YR\\_B17001&prodType=table](http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_13_5YR_B17001&prodType=table)

## access

### STEM education

**FACTS:** In **1965**, **U.S.** women held 25% of biology/agriculture, 15% of computer science, <1% of engineering, and 33% of mathematics bachelor's degrees.<sup>1</sup> In **2011**, **California** women held 46% of life/physical science, 28% of technology, 15% of engineering, and 37% of mathematics bachelor's degrees.<sup>2</sup>

<sup>1</sup><http://www.aauw.org/files/2013/02/why-so-few-Women-in-Science-Technology-Engineering-and-Mathematic-powerpoint-presentation-long.ppt>  
<sup>2</sup><http://www.library.ca.gov/crb/13/S-13-019.pdf>

### paid family leave

**FACTS:** It was not until **2002** that a paid family leave program was established in **California**. In fiscal year **2012-13**, over 215,000 claims were filed.<sup>1</sup> In **2014**, only 36% of **California's** registered voters knew about this program.<sup>2</sup>

<sup>1</sup>[http://www.edd.ca.gov/disability/pdf/Paid\\_Family\\_Leave\\_10\\_Year\\_Anniversary\\_Report.pdf](http://www.edd.ca.gov/disability/pdf/Paid_Family_Leave_10_Year_Anniversary_Report.pdf)  
<sup>2</sup><http://www.field.com/fieldpollonline/subscribers/RIs2494.pdf>



### level of education

**FACTS:** In **1965**, 40% of **California** women over the age of 24 had earned less than a high school diploma as their highest level of education. By **2011**, that percentage shrunk to 18%; this percentage of **California** women is larger than the **national** percentage of 13%. In **2011**, the percentage of **California** women over the age of 24 earning less than a high school diploma as their highest level of education varied by race or ethnic category: 11% of African American women, 16% of Asian women, 17% of American Indian/Alaskan Native women, 41% of Latinas, and 6% of White women.<sup>1</sup>

<sup>1</sup><http://www.library.ca.gov/crb/13/S-13-019.pdf>

## justice

### incarceration

**FACTS:** **California** prisons released 11,915 women in fiscal year **2008-09**. Approximately 49% of these women returned to prison by the end of three years.<sup>1</sup>

<sup>1</sup>[http://www.cdcr.ca.gov/Adult\\_Research\\_Branch/Research\\_documents/Outcome\\_evaluation\\_Report\\_2013.pdf](http://www.cdcr.ca.gov/Adult_Research_Branch/Research_documents/Outcome_evaluation_Report_2013.pdf)

### veterans

**FACTS:** In **2013**, there were an estimated 184,774 women veterans living in **California**. Women comprise 10% of the veteran population in **California**. 81% to 93% of women veterans have experienced factors known to increase homelessness such as trauma, childhood abuse, domestic violence, sexual trauma while serving in the military, and combat-related trauma.<sup>1</sup>

<sup>1</sup>[http://www.msmu.edu/uploadedFiles/Content/Status\\_of\\_Women\\_and\\_Girls/report-state-2014.pdf](http://www.msmu.edu/uploadedFiles/Content/Status_of_Women_and_Girls/report-state-2014.pdf)



### violence

**FACTS:** In a **2010** survey, approximately 40% of **California** women reported experiencing intimate partner violence during their lifetimes.<sup>1</sup> In **2012**, there were 7,828 forcible rape crimes reported in **California**.<sup>2</sup>

<sup>1</sup>[http://www.msmu.edu/uploadedFiles/Content/Status\\_of\\_Women\\_and\\_Girls/report-state-2014.pdf](http://www.msmu.edu/uploadedFiles/Content/Status_of_Women_and_Girls/report-state-2014.pdf)  
<sup>2</sup><https://oag.ca.gov/sites/all/files/agweb/pdfs/cjsc/publications/candd/cd12/cd12.pdf>

### human trafficking

**FACTS:** From **2007 to the end of 2014**, the National Human Trafficking Resource Center logged 3,108 reported cases of human trafficking in **California**. Of the 912 reported cases in **2014**, 86% of survivors were women and girls.<sup>1</sup>

<sup>1</sup><http://www.traffickingresourcecenter.org/state/California>